



DCN Drilling Employee Commitments

As a DCN Drilling employee, I understand the professionalism required of me to undertake my duties in a safe and efficient manner. The impending new legislation has been explained to me and I understand the requirements for increased rigor around drilling safety.

I also understand the company's commitments to ensure future growth and sustainability which includes meeting increased client expectations, alignment to Australian and International Standards and the importance of a solid business reputation in an increasingly competitive market.

I therefore commit to contributing my part to DCN Drilling success and sign up to the below Company Values:

Mission Statement

To be recognised as the most efficient and capable provider of quality drilling services and geotechnical drilling solutions delivering projects safely, efficiently, on time and within cost constraint.

Our Values

To treat each other, our clients and stakeholders with respect, adopt efficient work methodology and technical solutions and create a culture of continuous improvement.

Our Client Commitment

Our DCN Drilling Team are committed to:

- Leading in health, safety, environment management systems and compliance
- Delivering on time, on budget
- Exemplary customer service
- Professional and experienced drillers and support staff
- Efficient identification and management of risks
- Maintaining a modern, efficient fleet
- Adopting innovative technical solutions
- Maintaining the highest ethical standards



DCN Drilling Inviolable Standards

As a DCN Drilling employee I agree to certain rules that are classified as inviolable standards, compliance with these rules are a condition of employment and breaches of them will result in disciplinary action and may result in termination of employment.

As a DCN Drilling employee I understand the Inviolable Standards include:

- All employees shall present to work in a fit state free from the effects from drugs or alcohol
- Consumption of alcohol or drugs shall not be permitted in the work environment including the company yards
- Company vehicles shall be operated in compliance with driving laws including drink driving and drug detection limits
- Company vehicles shall be used as per employment contracts for company purposes only, expressed permission is required from the Manager if company vehicles are to be used outside of work purposes
- Any damage or losses of company equipment and tools shall be reported on the incident form, any unaccounted losses shall be investigated
- All company equipment and tooling shall be used for company purposes only, expressed permission is required by the Manager to use or remove company equipment from the work site
- All equipment and tools booked out of stores shall be recorded within the order books, unaccounted equipment booked out shall be investigated
- Compliance shall be maintained with company policy, procedures and rules
- Compliance shall be maintained with Supervisor Responsibility Matrix and all required activities shall be carried out within defined timeframes
- Compliance shall be maintained with all reasonable and lawful instructions provided by the Manager
- All duties shall be performed with reasonable skill and diligence
- All practicable steps shall be taken to perform the job in a way that is safe and healthy for ourselves and our fellow employees
- Work colleagues and clients shall be treated with respect and in a professional manner
- No actions shall be undertaken that could damage the Company's reputation.

Employee Name

Employee Signature

Date:
Issued May 2015